A CHRONICLE OF EVENTS

What follows is a chronicle of events. It has been drawn up by a group of faculty and students in the interest of informing the University Community.

February, 1968

1. Professor P. Anderson informed by Senior Laboratory Demonstrator that some Black students in Zoology 431 believe him to be prejudiced against them.
2. Professor Anderson convenes meeting with two Black students to discuss their view that he is prejudiced.

April 29th

Black students approach Dean Magnus Flynn with complaint against Professor Anderson. Group includes some non-biology students. Dean Flynn invites biology students to return Wednesday, May 1.

April 29th or 30th

1. Black students see Dean Madras and make specific charges against Professor Anderson, which are written down by Dean Madras. Dean Madras does not ask students to identify themselves or sign charges. The charges, as recorded by Dean Madras, are printed below:

"CASE OF NEGRO STUDENTS

Prejudice

1. No Negro student gets above "C" despite their obtaining higher grades in quarterly and mid-term.
2. Failure rate, D, lab reports are all in same trend.

Organization of the Lab and Lectures

1. Unethical demonstrators who urge you to copy someone else's paper.
2. Inconsistency in the marking of labs.
3. Labs not well organized. The circuits did not work. The labs were not previously prepared and not tested. Electrical signals were not obtained.
4. Two junior demonstrators are completely incompetent. They cannot answer questions nor explain anything.
5. Lecturer is not qualified. Appears in class with lectures unprepared. Answers questions so poorly as to be embarrassing. Was unable to work out buffer concentration problem. On examination, question was asked to define buffer, but the answer expected is presumably much more than a simple definition and yet no indication of precisely what that might be. Class morale suffered.
6. Examination is poorly constructed. Questions about complex concepts expected to be answered in 35 words or less. Mid-term had question for 55 marks on "Organell", not legitimate in course in animal physiology.
7. The Mid-term was written on December 18, marks released to class on March 19. The second quarterly was written before marks for

mid-term released.

8. Textbook is too short and too simple. Does not satisfy examination answering. None of the books recommended were very appropriate. No book was assigned for the second term.
The first semester was on the Cell membrane. Nervous system, etc., suffered.

9. Absenteeism - Slept in, alarm clock, no cancellation.
15 lectures cancelled.
6 movies. Out of time, out of context with lecture development.
Student contact very bad.
No appointments, breaks appointments.

10. The second quarterly (February) exam was "fixed" in a prejudicial way. Student asked to see the master sheet and was evaded.

11. On first name basis with white Canadians, on Mr. basis with Negroes.
See Bill Greenfield re its whom you know and whom you blow."

2. Dean Madras communicates with Dr. MacLeod, Chairman of the Biology Department. Dr. MacLeod obtains a sample of exam papers which are given to Professor F. Abbott for revaluation.

May 1 — Seven non-white biology students see Dean Flynn and lodge complaints of discrimination and incompetence against Professor Anderson. Dean Flynn informs Vice-Principal (Finance) Smola.

April 29 - May 4 — Professor Anderson visits Professor Frank Chalk, President of Sir George Williams Association of University Teachers (S.G.W.A.U.T.), to inform him of the charges. Professor Anderson says he does not wish

the Faculty Association to investigate at this time because the complaints are being examined by the Dean of Science.

May 5

2:30 p.m.

1. Dean Madras convenes a meeting with the following people present: Professor Anderson, Messrs. Terrence Ballantyne, Allan Brown, Oliver Chow, Kennedy Frederick, Rodney Johns, Douglas Mossop, Mervyn Phillips, Dr. MacLeod, Dean Flynn, and Miss Joan Richardson, advisor to overseas students. The meeting lasts approximately 3½ hours during which time discussion of all charges takes place. Unofficial notes of meeting are made by Miss Richardson.
2. Subsequently, Dean Madras meets Dr. MacLeod and requests rectification of students' complaints regarding academic matters.

June 14

In response to phone request from Dean Flynn, Dean Madras writes Dean Flynn a memorandum stating his conclusions. Copies of this memo are sent by Dean Madras to Miss Joan Richardson, Professor Anderson, Dr. MacLeod, and Acting Principal D.B. Clarke.

The memorandum reads as follows:

"My investigation of the charges and the grievances brought by a group of students against Professor P. Anderson consisted of talks with Mr. Anderson, Dr. MacLeod, and attendance of (sic) the hearing held on Sunday, May 5th, 1968.

I have come to the following conclusions:

1. I am convinced that there is no substance to the charges of

discrimination and racism levelled against Mr. Anderson. Every case cited of a changeover in mark evaluation of an examination, or the calling of students by their last names instead of their first names, can be explained as well within the margin of general experience and encounter between professor and student, Black or white.

2. The laboratory preparedness is at the level to be encountered, if not expected, in an advanced science course especially in a biological discipline. Needless to say, everything will be done to improve the laboratory in the future.

3. In the same spirit, all academic weaknesses in this and other courses are a matter of grave concern to the students, the professor and the faculty and every effort will be made to improve the teaching.

4. Students are invited at all times to approach their professors and dean and to discuss freely and constructively any of their problems."

September

October

November

1. Professor Anderson informs a Black student that Dean Madras has cleared him of charges of racial discrimination.
2. Professor Davis informs Dean Flynn that the Black students are still dissatisfied.
3. Miss Richardson informs Dean Flynn that Black students are still dissatisfied.
4. Dean Flynn informs various members of the University community that, in the opinion of the Black students, the Anderson case is not settled.

November 20 - December 3

1. Dean Flynn, Professor Davis and Miss Richardson meet and agree that an enlarged meeting of all concerned people should be convened to discuss the situation.
2. Urgency of the situation conveyed to Dr. Smola.
3. Unsuccessful attempts made to organize meeting.

December 4

S.G.W.A.U.T. Council approves, for submission to University Council, "Procedures for Dealing with Complaints Against Faculty Members".

December 5

1. Morning: A Black student visits Dean Madras and demands that Professor Anderson be removed from the faculty.
2. Later in the day, Black students visit the Principal, Robert Rae, in his office in the Norris Building and demand the immediate dismissal of Professor Perry Anderson. Principal Rae claims no knowledge of their previous accusations and is unable to contact Professor MacLeod or others who might bring him up to date. Principal Rae refuses to dismiss Professor Anderson without due process.
3. The Principal and the Black students are next seen by witnesses on the 12th floor of the Hall Building, looking for Professor MacLeod. While the Principal went to search for Professor MacLeod, one of the Black students found Dr. MacLeod speaking with Professor Anderson. Dr. MacLeod and Professor Anderson joined the Black students in Dr. MacLeod's office, awaiting the return of Principal Rae.

4. Principal Rae meanwhile informs the Council of the Sir George Williams Association of University Teachers of the Black students' demand for Professor Anderson's summary firing. The Council informs Principal Rae of the proposed "Procedure for Dealing with Complaints Against Faculty Members" and delegates Professor Michael Marsden, President of S.G.W.A.U.T., and Professor Taylor Buckner, to bring the document to the Black students' attention as a possible means of introducing due process for an investigation of the charges against Professor Anderson.

5. While Professors Marsden and Buckner attempt to explain the procedure to the students, Professor Davis arrives and establishes communication with the students.

6. Professor Marsden then visits with Vice-Principal D.B. Clarke, who has assumed responsibility at Principal Rae's request, and proposes that a hearing process be instituted, conforming,in so far as possible, with the procedure recommended by S.G.W.A.U.T. Vice-Principal Clarke agrees and proposes five faculty members to comprise the Hearing Committee. Professor Davis brings the five names to the students in Dr. MacLeod's office. The students accept the formation of a hearing committee. However, they ask to substitute Professors Marsden and Menon for two of the

professors on the original list.

7. Vice-Principal Clarke, the Black students, and Professor Anderson agree to the revised committee membership, namely, Professors A. Adamson (Chairman), C. Bayne, C. Davis, M. Marsden and P. Menon.

8. Professor Marsden tells Vice-Principal D.B. Clarke that under the proposed S.G.W.A.U.T. procedure the Committee must be appointed formally by the Council of the Faculty concerned (in other words, the Science Faculty Council); that complaints must be available in writing before the investigation proceeds; and that Vice-Principal Clarke should try to conform as much as possible to that procedure.

9. It is to be noted that

   a) the proposed S.G.W.A.U.T. procedures include no provision for consent by the concerned parties on questions of procedure, including the naming of the committee;

   b) none of the parties involved on December 5 entered into a formal written agreement requiring mutual consent for the naming of the Hearing Committee or its procedures;

   c) however, in accepting the changes in the committee membership suggested by the Black students and in consulting Professor Anderson about the personnel changes, a precedent may have been set leading the parties to

believe that their approval would be sought at each stage of the process.

10. Vice-Principal Clarke accepts Professor Anderson's request to be temporarily relieved of his teaching duties.

December 6th — Emergency meeting of Science Faculty Council to inform members of the events of the previous day and to ratify selection of the Hearing Committee and its membership. The secretary of the Council was absent, and informal minutes were kept by the chairman, Dean Madras.

December 9th — Members of the Hearing Committee write letter to Vice-Principal Clarke requesting his assurance that the Committee has authority and the confidence of the administration.

December 10th — Vice-Principal Clarke replies by letter assuring the Committee of his backing and confidence.

December 12th

1. Second emergency meeting of Science Faculty Council as a result of a petition to Dean Madras signed by some members of the Council.
2. Some question exists concerning the way in which the meeting became an open meeting.
3. Some white students, but allegedly no Black students, are invited by phone to attend this meeting.
4. After several changes of time and place, the meeting is convened at approximately 2:30 p.m. in room 762.

5. Dean Madras calls the meeting to order, declares it to be an open meeting, with the proviso that non-Council members do not have the right to speak.

6. Dean Madras reads his informal minutes of the meeting of December 6th. Because of the frequent and sometimes abusive interruptions on the part of some of the Black students, it is impossible for the meeting to continue.

December 12th — Principal Rae submits his resignation to the Board of Governors.

December 13th
11:00 a.m. — Meeting in Acting Principal Clarke's office with the Black students, and Mr. David Schwartz, a legal representative of the University.

December 16th — Acting Principal Clarke sends letter to Hearing Committee stating that Dean Madras has been given until January 3, 1969 to produce written and signed charges. Acting Principal Clarke also states that the Black students have agreed to produce written charges by January 11th, if such charges are not forthcoming from Dean Madras.

January 6, 1969

1. Late this day, Vice-Principal O'Brien learns that Professor Anderson proposes to resume teaching in the evening unless he receives a letter formally relieving him of his teaching duties until his case is settled.

2. Vice-Principal O'Brien signs a letter to Professor Anderson. The text follows:

"Dear Professor Anderson:

This will confirm that you are a member of the teaching staff of Sir George Williams University in full standing and as such you are entitled to teach your classes. The first lecture for the 1969 session is this evening at 6:15 p.m. and, of course, you are perfectly at liberty to give said lecture and those that follow. However, you are aware of the potential difficulties that may arise, including the risk of violence, and which latter situation we all wish to avoid. We would suggest that you consider very seriously, in view of this possibility, that your lecturing be temporarily suspended. Be it clearly understood that this decision is entirely up to you and, should you decide to so suspend your lectures, this decision will in no way affect your academic position.

Yours truly,

John W. O'Brien
Vice-Principal (Academic)"

3. Professor Anderson receives the letter fifteen minutes before his evening class, and decides to continue not teaching.

January 10

1. Professor Marsden submits his resignation from the Hearing Committee to Dean Madras, in the Dean's capacity as Chairman of the Science Faculty Council. Professor Marsden says he wishes to be free as President of SGWAUT, to initiate a review of the responsibilities of faculty, forms of prejudice, and the role of administration in such affairs. He urges that if a replacement is to be found for him, such replacement "<u>should be acceptable to the students and to Professor Anderson in the spirit of the original agreement on December 5.</u>"

2. A meeting is held between Acting Principal Clarke, the Black students and Mr. Michael Sheldon (Assistant to the Principal). The Black students present their signed, written charge. It states: "We the

undersigned students accuse Assistant Professor Anderson of Racism." The signatories of the complaint are Messrs. Kennedy J. Frederick, Allan Brown, Douglas Mossop, Wendell Goodin, Terrence Ballantyne, Rodney Johns.

January 15

1. The Hearing Committee receives a memorandum of record, written and signed by Mr. Michael Sheldon, describing his impressions and those of Acting Principal Clarke regarding the meeting in faculty men's lounge on January 10th. This memorandum states:

   a) that the Black students now take the position that a Hearing Committee consisting solely of faculty members is wrong, but admit that they agreed to such a committee earlier;

   b) Mr. Frederick claims that he tried repeatedly all summer to obtain the conclusions of Dean Madras from the Faculty of Science, without receiving any satisfaction;

   c) that some of these students believe that no lawyers should be present at the hearing. Acting Principal Clarke and the students state the view that if lawyers are present at the hearing, they should not be allowed to speak for interested parties. The students say they do not intend to consult a lawyer. If outside lawyers are allowed,

they may demand that the press be present.

d) the Acting Principal comments on the kind of procedures the Committee might wish to lay down, but a student points out that such opinions are a matter for the Hearing Committee, which can speak for itself.

2. Acting Principal Clarke addresses a letter to the Hearing Committee in which he states that (a) Professor Marsden has tendered his resignation from the Committee, and (b) that he will approve a replacement nominated by the Hearing Committee, and approved by Professor Anderson and the Black students.

January 16

1. Complainant Black students present the following demands to Professor Adamson, Chairman of the Hearing Committee:

   a) the hearing is to be held on January 26th, and completed that day;

   b) Mr. L. Bertley to replace Professor Marsden on the Committee;

   c) hearing to be open;

   d) decision to be made within one day;

   e) the following to be called to give evidence: Dean Madras, Joan Richardson, and Dean Flynn.

2. Professor Adamson agrees with Black students to arrange a meeting with Acting Principal Clarke, the Hearing Committee, and the Black students, to discuss these new conditions.

January 17

1. Professor Adamson is presented with another set of conditions by the Black students, as follows:
   a) Mr. L. Bertley is on the Hearing Committee;
   b) the Hearing Committee is set for 2 p.m., January 26th;
   c) it will be open;
   d) Dean Madras, Dean Flynn and Miss Richardson will be present;
   e) judgement will be on the same day.
2. In a memorandum to himself, Professor Adamson states that the students have informed Professor Davis that they now believe that the Hearing Committee should consist entirely of persons from outside the University.

January 18

1. Professor Adamson writes letter to Acting Principal Clarke in which he states that the Committee has agreed on Professor Knelman as a replacement for Professor Marsden, and that Acting Principal Clarke should contact both parties to obtain their consent.
2. Hearing Committee meets and (a) rejects those conditions of the Black students which were presented as non-negotiable; (b) advises Acting Principal Clarke and Vice-Principal O'Brien to assume ultimate authority in the Anderson case, particularly with reference to a replacement for Professor Marsden; (c) decides to try to arrange a meeting between all the parties.

January 20

1. In the morning, Professor Adamson prepares six copies of a letter to the Black students inviting them to attend a meeting at 4:30 that day. He suggests that if the proposed time is inconvenient, the students should phone him. Three copies of this letter are delivered by hand to the students to whom they are addressed. Three copies of the letter are left in the office of the Caribbean Students' Association.
2. At 11:00 a.m., the Black students hold a talk-in on the Mezzanine of the Hall Building. Acting Principal Clarke attempts to address the assembly, but is subjected to heckling and abusive language. he is unable to complete the reading of his prepared statement.
3. During the meeting on the Mezzanine, two Black students come to Professor Adamson's office and say "Come with us. You are wanted at the meeting." When he refuses to go, they say "Clarke wants you." Adamson replies "If the Principal wants me, please tell him to telephone me." When Professor Adamson attempts to verify their statement, they leave.
4. S.G.W.A.U.T. Council votes to relieve Professor Marsden of his executive duties and responsibilities in any matter connected with the Anderson case, in order to create the proper conditions for his continuation on the Committee.

5. The Hearing Committee meets with Professor Anderson and his solicitor. They reach agreement on the procedures to be followed at the hearing.
6. The Hearing Committee receives an invitation from the Caribbean Students' Association to their own hearing on the Anderson case, on Sunday, January 26, 1969, at 2:00 p.m. This letter also states that Professors Adamson, Bayne and Davis are incapable of judging the case impartially, and that the Black students have decided that these members should be replaced by Mr. L. Bertley and Miss M. St. Jour.
7. Black students do not attend 4:30 p.m. meeting with Hearing Committee, nor do they suggest an alternative time.
8. Professor Adamson writes a second invitation to Black students, stating "The Committee realizes that circumstances beyond your control may have prevented you from attending today's 4:30 p.m. meeting, and accordingly invites you to a meeting with the Committee tomorrow (Tuesday, January 21st) at 4:30 p.m."

January 21st

1. Copies of Professor Adamson's letter are delivered. Three Black students attend the meeting, namely, Messrs. K. Frederick, W. Goodin, and D. Mossop. Two other students phone their regrets, and inform the Committee that their jobs prevent them from attending.

2. At the meeting between the Hearing Committee and the Black students Professor Adamson informed the students that the first hearing would be held on the morning of January 26th. The Hearing Committee and the Black students are unable to agree on Professor Anderson's right to be represented by a solicitor. Professors Bayne and Davis defend Professor Anderson's right to legal counsel. The students vociferously refuse to continue the meeting, and depart.

January 22nd

1. At 9:00 a.m., Professors Bayne and Davis inform Professor Adamson that they have resigned from the Hearing Committee. In their letter of resignation to Acting Principal Clarke, Professors Bayne and Davis state their decision that the Hearing Committee, as a means of providing a solution to this problem, has proved ineffective. They also state that their resignations should not be regarded as signifying a rift within the Committee.
2. The remaining members of the Hearing Committee recommend to Acting Principal Clarke and to Vice-Principal O'Brien that (a) Professors Bayne and Davis be replaced immediately, and (b) the planned Sunday hearing (January 26th) go on as scheduled.
3. At a meeting of department chairmen of all faculties, Vice-Principal O'Brien announces the resignation of Professors Bayne and Davis, and assures those present that, in order to assure due process, Acting Principal Clarke is replacing Professors Bayne and Davis.

4. Black students are concerned about Vice-Principal O'Brien's letter to Professor Anderson, dated January 6th, 1969, which Professor F. Abbott had read to his class on this morning. They go in the late afternoon or early evening to Vice-Principal O'Brien's office. (The events which took place subsequently are sub judice).

January 23rd

1. At noon, the Black students convene a large meeting in H-110 and present their view of the Anderson case to students and faculty members.
2. In the late afternoon, a letter from the Black students dated January 20, 1969, is delivered to Professor Adamson's office. Black students refuse to accept the hearing on the grounds that the constitution of the Hearing Committee has been unilaterally decided upon by the Administration, a decision not in conformity with previously agreed upon procedures.

January 24th

1. Professor Adamson writes to Mr. Mossop, for the Black students in care of the Caribbean Students' Association, stating that the Hearing Committee does not have the right to alter its composition, and cannot fulfill the Black students' requests, as stated in their letter of January 20.
2. Acting Principal Clarke writes Professor Adamson, and states that, in the event of an appeal from the decision of the Hearing Committee to the Vice-Principal (Academic), the Acting Principal is willing to establish an appeal committee composed of well-known

persons from outside the University, and of proven integrity.

January 25th — Letter from Acting Principal Clarke to Professor Adamson formally appointing Professors F. Knelman and J. MacDonald to the Hearing Committee.

January 26th — The hearing begins.